

AIRGRAM

EXCISE

LIBYA

RM/R	REP	AF
1	1	
ARA	EUR	FE
	5	
NEA	CU	INR
	3	6
EB	P	IO
4		
L	FBO	AID
		20
C/Y	S/PKS	S/IL
1	1	1
AGR	COM	FRB
	10	
INT	LAB	TAR
9	6	
TR	XMB	AIR
4		5
ARMY	CIA	NAVY
3	16	10
OSD	USIA	NSA
21	10	3
	SCEN	HEW
	1	9

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HANDLING INDICATOR

TO : Department of State
E.O. 11652: GDS

TAGS : ENRG, ELAB, MAY 11 4 15 PM 1973

FROM : Amembassy Tripoli
DATE: April 19, 1973

SUBJECT: LAR Press on Occidental's Training Program

REF :

Enclosed is an informal translation of an article which recently appeared in the Tripoli daily al-Fajr al-~~35~~ did criticizing the Occidental Petroleum Company's training program in the LAR. The author, Rajab Khalifa Husein, is an editor for al-Fajr. The article is a mixture of fact, fiction and half-truths. It illuminates, however, some of the problems foreign oil companies operating the LAR encounter as they try to please both employees and the government, and maintain acceptable standards of performance, while complying with the LARG's demands for Libyanization of the work force.

Powers and Privileges

The author makes a limited point when he asks why qualified Libyans do not have the same powers and privileges as foreigners with comparable education and abilities. In fact, of all the oil companies, only Esso has a significant number of senior Libyans who share real responsibilities with their foreign colleagues and who really head up sections. In the other companies most senior Libyans are "advisors" only and feel keenly this

Enclosure: - att. P.W.

Translation of al-Fajr Article
(UNCLASSIFIED)

DEPARTMENT OF STATE A/CDC/MR

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DEPARTMENT OF STATE

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"once-removed" status. On the other hand, companies [REDACTED] argue with some cogency that Libyans with basic education and ability are few and those minimally qualified tend to overrate their abilities. B1

Pressure on Libyanization

Again, the author complains with some legitimacy about unqualified Libyans being pushed forward beyond their capabilities. But what are the oil companies to do? In most cases they are forced by the LARG's pressure for Libyanization to play a numbers game and often grant impressive titles and salaries to individuals who are doing little more than occupying office space. It is not surprising, therefore, that when these individuals are sent abroad for training, they do not have the basic background to absorb the new information.

The Apprenticeship Forms

According to current LARG regulations, every expatriate in an oil company must have a Libyan understudy who certifies in writing that he is being prepared to assume the expatriate's duties. When the author of the al-Fajr article criticizes the "methods" used by Oxy in getting the forms signed, he probably means that Libyan employees are encouraged to sign the forms regardless of whether they are in fact becoming better qualified to assume an expatriate's duties.

COMMENT:

One local oil company president insists that an almost identical article was published in the local press about two years ago; the target then was Oasis. In any event, we see such media attacks as part of the continued Libyan pressure upon the companies to Libyanize and to Libyanize effectively. It should be recalled that when British Petroleum was nationalized, one of the shocks which the LAR received was that though the required percentage of

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the work force was Libyan, very few Libyans were capable of performing the really important technical or administrative jobs. In this same vein, Petroleum Undersecretary Muntassir, in a recent burst of unguarded honesty [REDACTED] explained why the Ministry's Technical Department was often arbitrary in the application of its conservation regulations. Muntassir explained that the TD was so thinly staffed it was not capable of monitoring company oil field practices in an orderly manner and, therefore, was reduced to sniping whenever it could to hold the companies somewhere near published allowable. (B1)

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al-Fajr al-Jadid
April 3, 1973

"THE OPINION OF THE PEOPLE"
By Rajab Khalifa Husein

Is there any responsible Libyan at the American Occidental Oil Company who has the courage to say "No" to the company for the sake of the public good, and for the sake of a better future for our youths who have been working at the ports and in the fields belonging to this company?

In my belief such a person exists, but I think that he says "No" in a low voice or he has not said "No" yet, because he prefers to say "No" at the proper time.

I wonder, when will Arabs in charge at this company become responsible in fact and when will their responsibilities extend to areas other than simple matters or to carrying out the orders of the foreign directors? Why do the Libyan Arab employees not enjoy the same powers and privileges as the foreign directors since the company has among its Libyan personnel some Libyans who are more capable "technically and administratively", and have more education than some of the foreign directors now in power?

The Libyan employees of this company are called upon to meet the level of revolutionary truthfulness and loyalty to homeland so that they can play their positive role, and carry out their responsibilities efficiently.

Reconsideration of the Training Program

Talking about the positive role which the national cadre should play in this company (Occidental) and in other foreign oil companies operating in Libya, especially with regard to important matters related to the present situation and the future of our oil wealth, makes me wish to confront

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all of us with the accomplished fact by presenting the following points:

- The theoretical and practical training program through which the Occidental Company sends our youth abroad should be cancelled and be replaced by another program wherein the interests of the homeland are taken into consideration.
- The Occidental Company has fooled us and deceived the government through setting up a program for training our Libyan youths, by sending them abroad for training at its expense in order to qualify them to replace foreign employees in the future.
- The responsibility of the Arab cadre (who are more familiar with the policy of this company than I am) requires them to cancel this program and set up a better and more useful one instead of wasting time and money.
- What will our country gain from this program, and what will be the advantage for our youths who are sent by the company for training abroad if some of them are illiterate and cannot read or write their native language or the language of the country to which they are sent?
- The question here is not just one of spending money and sending people abroad for training but it is the waste of time, money and the negative results. And of course the losers in all this are our youths and the winner is Occidental because the money which the company spends on our youths abroad is our money, and the time they waste abroad is our time.

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-- If the Occidental Company will not change its present policy with regard to the current program and the training of our youths abroad, I will demand that the appropriate Libyan authorities, especially the Ministry of Petroleum, intervene and force the company to set up a new program on the following basis:

1) The process of selecting Libyan trainees for training abroad should not be accomplished through favoritism or nepotism or through poor selection directed by the foreign personnel in charge who know in advance the uselessness of having the person designated for training.

2) The company should attach to its main office in Tripoli a small school for educating the national cadre by means of theoretical courses for a period of six months at least, teaching them how to read and write English, as has been done by both Oasis and Mobil. By doing so, those designated for training will not face difficulties in their training abroad.

3) I wish to note that we do not need to send our youths to London to teach them how to tie a necktie or how to use a fork and knife.

As for the question of the forms, the illegal method adopted in filling out these forms reflects the intention of the company to continue to depend "technically" on foreign employees in administering the oil fields and installations. If we impose no restraint on this company, and if the Ministry of Petroleum and the Ministry of Labor will not intervene and carry out an investigation concerning the method which has been followed in signing the said forms, and if the appropriate authorities will not cancel the residence visas that have been granted to foreign employees in the light of the signatures which were obtained, and re-issue new residence visas to those who deserve them on the basis of different forms and signatures, the results will be very dangerous.

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Unfortunately, the company fooled the Libyan Arab technicians and took advantage of the short-sightedness of others by having them sign the said forms. It is well known that when the residence visa of a foreign employee expires it will not be renewed or extended for another year unless he obtains the signature of one of the Libyan employees who work directly with him as an assistant.

What everybody should know is that the process of selecting Libyans by the company for assignment as assistants to the foreign employees has not been carried out according to technical or management considerations, because this will not serve the interests of the company. The policy which has been followed by this company in selecting Libyans for working as assistants to foreign employees is based on selecting an average Libyan laborer as an assistant to some chief of a technical section. Of course this Libyan laborer knows nothing about this kind of work and therefore he turns into a machine unable to gain any skills.

NOTE: The trick of signing the forms, and making fools of us has not only been practiced by Oxy but also by some other oil companies operating in Libya.

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